

**Description:**

To administer, assist, and manage the Department toward its primary mission of preserving, protecting, and managing all fish and wildlife resources for the State of Idaho by providing professional, technical and clerical services.

**Major Functions and Targeted Performance Standard(s) for Each Function:**

1. Provide department employees with the tools and procedures required to perform their jobs more efficiently and effectively.
  - A. To have a new budget system in place and fully operational by May 1, 2004 for preparation of fiscal year 2005 budget.

Actual Results			
2000	2001	2002	2003
Maintain/Enhance	Maintain/Enhance	Maintain/Enhance	Analysis & Design
Projected Results			
2004	2005	2006	2007
Design/Implementation	Maintain/Enhance	Maintain/Enhance	Maintain/Enhance

- B. To provide user friendly, on-line, easily understood financial reports that reflect the prior day's transactions. Continue to enhance this system to provide other needed financial information on-line.

Actual Results			
2000	2001	2002	2003
Fin/research other needs	ont. Research/improvement	Development	Development
Projected Results			
2004	2005	2006	2007
Maintain/Enhance	Maintain/Enhance	Maintain/Enhance	Maintain/Enhance

- C. To develop an implementation plan that will utilize computerized imaging, electronic transmission, and electronic storage for a paperless system.

Actual Results			
2000	2001	2002	2003
On hold, budget shortfall	On hold	On hold	Analysis & Design
Projected Results			
2004	2005	2006	2007
Implementation	Maintain/Enhance	Maintain/Enhance	Maintain/Enhance

2. Provide customers with required information and services to facilitate an ongoing excellent relationship between them and the Department.
  - A. To fine tune point-of-sale system for hunting and fishing license sales which began December 1995, and prepare for contractor change.

Actual Results			
2000	2001	2002	2003
Contract signed	Maintain/Enhance	Begin RFP	Publish RFP/Select Vendor
Projected Results			
2004	2005	2006	2007
System design/development	Implementation	Maintain/Enhance	Maintain/Enhance

## Fish & Game, Department of Administration

- B. Continue migration from microfiche and STARS paper reports toward database history records in an effort to more efficiently answer inquiries and have a database history of all transactions since inception of STARS.

Actual Results			
2000	2001	2002	2003
n/a	n/a	n/a	n/a
Projected Results			
2004	2005	2006	2007
n/a	n/a	n/a	n/a

- C. Develop an implementation plan by June 30, 2002 that will utilize computerized imaging, electronic transmission, and electronic storage for a paperless system.

Actual Results			
2000	2001	2002	2003
On hold, budget shortfall	On hold	On hold	Need analysis & Plan
Projected Results			
2004	2005	2006	2007
Develop/Install	Maintain/Enhance	Maintain/Enhance	Maintain/Enhance

3. Reduce the overall time and difficulty required to enter and access information and to improve the general quality and integrity of this information.

- A. Reduce computer processing time, increase data storage capabilities. Provide for parallel processing and high availability, increase data security, provide for data referential integrity, and provide greater error checking and handling capabilities of data.

Actual Results			
2000	2001	2002	2003
Maintain/Enhance	Maintain	Maintain	Maintain/Enhance
Projected Results			
2004	2005	2006	2007
Maintain/Enhance	Maintain/Enhance	Maintain/Enhance	Maintain/Enhance

- B. Make use of current information technology available and align with present and future needs, practices, procedures, and policies of the Department.

Actual Results			
2000	2001	2002	2003
Maintain/Enhance	Maintain	Maintain	Maintain/Enhance
Projected Results			
2004	2005	2006	2007
Maintain/Enhance	Maintain/Enhance	Maintain/Enhance	Maintain/Enhance

4. Increase the Department's communication capabilities.

- A. Increase access to common data bases of information and software.

Actual Results			
2000	2001	2002	2003
90%	100%	Maintain	Maintain/Enhance
Projected Results			
2004	2005	2006	2007
Maintain/Enhance	Maintain/Enhance	Maintain/Enhance	Maintain/Enhance

- B. Increase awareness of meeting schedules and locations resulting in a decrease in the number of conflicts, rescheduling, and missed meetings.

Actual Results			
2000	2001	2002	2003
Maintain/Enhance	Maintain	Maintain	Maintain/Enhance
Projected Results			
2004	2005	2006	2007
Maintain/Enhance	Maintain/Enhance	Maintain/Enhance	Maintain/Enhance

- C. Increase speed and reliability in statewide data communication.

Actual Results			
2000	2001	2002	2003
Maintain/Enhance	Begin Install T-1 lines	Complete T-1 Installation	Maintain/Enhance
Projected Results			
2004	2005	2006	2007
Maintain/Enhance	Maintain/Enhance	Maintain/Enhance	Maintain/Enhance

- D. Increase availability of information sharing within the Department, the State, the country, and the world.

Actual Results			
2000	2001	2002	2003
Maintain/Enhance	Maintain/Enhance	Maintain/Enhance	Maintain/Enhance
Projected Results			
2004	2005	2006	2007
Maintain/Enhance	Maintain/Enhance	Maintain/Enhance	Maintain/Enhance

5. Train and assist Department personnel in their use of information technology, hardware, software, and methodologies, thereby allowing personnel to become more responsive to the requirements of their positions.

- A. Increase responsiveness and support to user problems.

Actual Results			
2000	2001	2002	2003
Increase per budget	Maintain 2000 level	Maintain 2000 level	Maintain 2000 level
Projected Results			
2004	2005	2006	2007
Maintain	Maintain	Maintain	Maintain

- B. Increase knowledge base and effectiveness of user's application of information technology in performing their job.

Actual Results			
2000	2001	2002	2003
Increase per budget	Maintain 2000 level	Maintain 2000 level	Maintain 2000 level
Projected Results			
2004	2005	2006	2007
Maintain	Maintain	Maintain	Maintain

- C. Reduce time loss due to incorrect hardware and/or software choices and/or setup.

Actual Results			
2000	2001	2002	2003
100%	Maintain	Maintain	Maintain
Projected Results			
2004	2005	2006	2007
Maintain	Maintain	Maintain	Maintain

## Fish & Game, Department of Administration

6. Administer merit system and programs for which personnel is responsible to ensure compliance with applicable standards.

A. Policies reviewed annually and updated before fiscal year-end.

Actual Results			
2000	2001	2002	2003
Ongoing	Ongoing	Ongoing	Ongoing
Projected Results			
2004	2005	2006	2007
Ongoing	Ongoing	Ongoing	Ongoing

B. Information regarding changes in law or rule will be disseminated prior to effective date of change.

Actual Results			
2000	2001	2002	2003
Continue efforts	Continue efforts	Ongoing	Ongoing
Projected Results			
2004	2005	2006	2007
Ongoing	Ongoing	Ongoing	Ongoing

C. Processing of EIS actions meet Bureau standards for turn around accuracy.

Actual Results			
2000	2001	2002	2003
Continue efforts	Continue efforts	Ongoing	Ongoing
Projected Results			
2004	2005	2006	2007
Ongoing	Ongoing	Ongoing	Ongoing

D. Conduct quarterly on-site regional presentations on HR topics selected in conjunction with staff.

Actual Results			
2000	2001	2002	2003
Continue efforts	Continue efforts	Continue efforts	Ongoing
Projected Results			
2004	2005	2006	2007
Ongoing	Ongoing	Ongoing	Ongoing

7. Help provide qualified work force that can respond to Department needs and challenges.

A. Periodic meeting with appropriate personnel regarding anticipated vacancies and hiring needs.

Actual Results			
2000	2001	2002	2003
Ongoing	Ongoing	Develop Succession Plan	Update
Projected Results			
2004	2005	2006	2007
Update	Ongoing	Review	Review

B. Arrange for and provide job related employee training as required.

Actual Results			
2000	2001	2002	2003
Ongoing	Ongoing	Ongoing	Ongoing
Projected Results			
2004	2005	2006	2007
Ongoing	Ongoing	Ongoing	Ongoing

C. Measure success of new employee orientation by survey of participants and regional supervisors.

Actual Results			
2000	2001	2002	2003
Continue efforts	Continue efforts	Ongoing	Ongoing
Projected Results			
2004	2005	2006	2007
Ongoing	Ongoing	Ongoing	Ongoing

8. Provide supervision and program review of regional operations to insure that all the Department's programs and policies are implemented to most effectively preserve, protect, perpetuate, and manage the fish and wildlife resources within the individual regions.

A. To annually review the performance of each regional employee.

Actual Results			
2000	2001	2002	2003
Continue efforts	Continue efforts	Continue efforts	Continue efforts
Projected Results			
2004	2005	2006	2007
Continue efforts	Continue efforts	Continue Efforts	Continue Efforts

B. To review the effectiveness of each regional program once per fiscal year.

Actual Results			
2000	2001	2002	2003
Continue to evaluate	Continue to evaluate	Continue to evaluate	Continue efforts
Projected Results			
2004	2005	2006	2007
Continue efforts	Continue to evaluate	Continue to evaluate	Continue to evaluate

9. Provide useful and effective client services to both internal and external clients.

A. To meet all statutory and regulatory deadlines.

Actual Results			
2000	2001	2002	2003
Continue efforts Continue efforts	Continue efforts	Continue efforts	Continue efforts
Projected Results			
2004	2005	2006	2007
Continue efforts	Continue efforts	Continue efforts	Continue efforts

B. To respond appropriately so that all client requests are adequately addressed in an acceptable time frame.

Actual Results			
2000	2001	2002	2003
Look for improvements	Look for improvements	Look for improvements	Look for improvements
Projected Results			
2004	2005	2006	2007
Continue	Continue	Continue	Continue

10. Improve our public involvement processes.

A. To complete an in-depth study of public involvement needs and respective solutions.

Actual Results			
2000	2001	2002	2003
Continue to review	Continue to review	Continue to review	Continue to review
Projected Results			
2004	2005	2006	2007
Continue to review	Continue	Review with Public	Review with Public

## Fish & Game, Department of Administration

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B. To fully implement improved processes of public involvement and solutions.

Actual Results			
2000	2001	2002	2003
Restart implementation	Fully implement	Continue efforts	Continue efforts
Projected Results			
2004	2005	2006	2007
Continue efforts	Continue	Review	Review

### Program Results and Effect:

The manner in which we respond to those we serve is more timely and accurate. The communication of Department employees and those the agency serves is more effective and timely. Personnel are better trained for Department issues to help them grow and develop within the Department.

For more information contact Stephen Anderson at 334-3781.

**Description:**

The Enforcement Bureau supplements the Idaho Department of Fish and Game's (IDFG) overall mission of protecting , preserving, perpetuating, and managing the state's wildlife resources by providing consistent and equitable law services to ensure that public compliance with established regulations remains within acceptable management levels.

**Major Functions and Targeted Performance Standard(s) for Each Function:**

1. Improve public compliance with wildlife regulations.

A. Check >15% of license holders for regulation compliance.

Actual Results			
2000	2001	2002	2003
>14.1%	12.4%	14.0%	>15.9%
Projected Results			
2004	2005	2006	2007
>15%	>15%	>15%	15%

B. Per sportsman contacts, maintain violation rates at <10%.

Actual Results			
2000	2001	2002	2003
<6.3%	8%	6.1%	<5.6%
Projected Results			
2004	2005	2006	2007
<10%	<10%	<10%	<10%

C. Dedicate >5% of enforcement work hours to preventative public education.

Actual Results			
2000	2001	2002	2003
>5.1%	4.4%	5.0%	>5.5%
Projected Results			
2004	2005	2006	2007
>5%	>5%	>5%	>5%

D. Increase covert investigations by 1%.

Actual Results			
2000	2001	2002	2003
7% of total cases	3% of total cases	8.8% of total cases	>5.6% of total cases
Projected Results			
2004	2005	2006	2007
>2% of total cases	>2% of total cases	>2% of total cases	>2% of total cases

2. Improve/maintain effectiveness and professionalism of enforcement personnel interacting with the public.

A. Maintain public approval levels of >80% for enforcement services.

Actual Results			
2000	2001	2002	2003
>82%	82%	82%	>82%
Projected Results			
2004	2005	2006	2007
>80%	>80%	>80%	>80%

## Fish & Game, Department of Enforcement

B. Keep sustained public complaints of officer misconduct at a level of <5%.

Actual Results			
2000	2001	2002	2003
<6%	0%	5.6%	<0%
Projected Results			
2004	2005	2006	2007
<5%	<5%	<5%	<5%

C. Keep sustained law suits filed against officers at a level of <1%.

Actual Results			
2000	2001	2002	2003
<0%	0%	0%	<0%
Projected Results			
2004	2005	2006	2007
<1%	<1%	<1%	<1%

3. Improve public interaction and ownership in the enforcement function.

A. Increase public reporting of wildlife crime by 1%.

Actual Results			
2000	2001	2002	2003
740 calls - 12%	726 calls - 2%	615 calls	>660 calls
Projected Results			
2004	2005	2006	2007
>500 calls	>500 calls	>500 calls	>500 calls

B. Maintain a >30% rate of case closure on public reported wildlife crime.

Actual Results			
2000	2001	2002	2003
>42%	>61%	62%	>74.7%
Projected Results			
2004	2005	2006	2007
>30%	>30%	>30%	>30%

### Program Results and Effect:

The presence of effective law enforcement services is directly responsible for the IDFG's ability to offer the public a wide variety of consumptive and non-consumptive recreational uses of the state's wildlife resources. The state's abundance of wildlife and varied recreational opportunities directly affect the public's quality of life and the state's overall economy.

For more information contact Clay Cummins at 334-3736.



**Description:**

The Fisheries Bureau provides, as permitted by law, continued supplies of fish for fishing and intrinsic values.

**Major Functions and Targeted Performance Standard(s) for Each Function:**

1. Provide viable fish populations now and in the future for recreational, intrinsic, and aesthetic uses.

A. Develop and implement statewide fisheries programs.

Actual Results			
2000	2001	2002	2003
4	4	4	4
Projected Results			
2004	2005	2006	2007
4	4	4	4

B. Operate fish hatcheries to provide fish for the angling public.

Actual Results			
2000	2001	2002	2003
46 million fish	35 million fish	30 million fish	31 million fish
Projected Results			
2004	2005	2006	2007
30 million fish	30 million fish	30 million fish	30 million fish

C. Prepare and distribute information to the general public about fishing areas, rules, and techniques for angling.

Actual Results			
2000	2001	2002	2003
6 Pamphlets	6 Pamphlets	6 Pamphlets	6 Pamphlets
Projected Results			
2004	2005	2006	2007
6 Pamphlets	6 Pamphlets	6 Pamphlets	6 Pamphlets

D. Maintain and enhance quality of fish habitat so natural production of fish can be maintained.

Actual Results			
2000	2001	2002	2003
9 projects	8 projects	7 projects	6 projects
Projected Results			
2004	2005	2006	2007
6 projects	6 Projects	6 Projects	6 Projects

E. Provide access sites and related facilities for boating and fishing public.

Actual Results			
2000	2001	2002	2003
330 sites	335 sites	340 sites	345 sites
Projected Results			
2004	2005	2006	2007
350 sites	350 sites	350 sites	350 sites

## Fish & Game, Department of Fisheries

### 2. Preserve Idaho's rare fishes to allow for future management options.

#### A. Provide technical expertise to the executive and legislative branches, Idaho Northwest Power Planning Council representatives, Idaho Fish and Game Commission, and to the citizens of Idaho.

Actual Results			
2000	2001	2002	2003
175	250	300	350
Projected Results			
2004	2005	2006	2007
370	380	390	400

#### B. Provide technical guidance to land management agencies and private landowners to minimize impacts to aquatic habitats from their activities.

Actual Results			
2000	2001	2002	2003
5	5	5	5
Projected Results			
2004	2005	2006	2007
5	5	5	5

#### C. Work closely with other regulatory agencies to provide adequate passage for anadromous fish to and from Idaho and the ocean environment.

Actual Results			
2000	2001	2002	2003
30	35	35	35
Projected Results			
2004	2005	2006	2007
40	40	40	40

#### D. Assist in recovery of the rare species through captive rearing projects.

Actual Results			
2000	2001	2002	2003
2	2	2	2
Projected Results			
2004	2005	2006	2007
2	2	2	2

#### E. Provide input to land management agencies on how fishery resources may be affected by various proposed activities.

Actual Results			
2000	2001	2002	2003
20	25	30	35
Projected Results			
2004	2005	2006	2007
35	40	60	60

#### F. Conduct periodic surveys of Idaho anglers to determine their preferences and opinions.

Actual Results			
2000	2001	2002	2003
3	3	3	4
Projected Results			
2004	2005	2006	2007
3	3	3	4

G. Coordinate with Natural Resources Policy Bureau, Department of Water Resources, and the Division of Environmental Quality to develop minimum stream flows and lake levels, water quality standards, and riparian habitat standards that maintain or improve habitats.

Actual Results			
2000	2001	2002	2003
3	3	5	5
Projected Results			
2004	2005	2006	2007
5	5	5	5

3. Maintain and increase sport fishing participation.

A. Conduct periodic surveys of Idaho anglers to determine their opinions and preferences.

Actual Results			
2000	2001	2002	2003
3	4	3	4
Projected Results			
2004	2005	2006	2007
3	3	3	4

B. Provide expertise to departmental information and education specialists and the news media about sport fishing activities.

Actual Results			
2000	2001	2002	2003
15	15	15	15
Projected Results			
2004	2005	2006	2007
15	15	15	15

C. Develop more user-friendly fishing rules brochures for easier compliance of fishing rules.

Actual Results			
2000	2001	2002	2003
1	4	3	4
Projected Results			
2004	2005	2006	2007
4	4	4	4

D. Provide technical data in non-technical language or other non-technical forums to anglers for better understanding of fish biology.

Actual Results			
2000	2001	2002	2003
5	5	5	5
Projected Results			
2004	2005	2006	2007
5	5	5	5

**Program Results and Effect:**

The major thrust of Fisheries Bureau activities is supplying game fish for sport fishing. Protection and restoration of fish habitat and water quality are integral parts of the fisheries program. The current focus of the anadromous fish program is to maintain fishable supplies of hatchery steelhead, preserve remaining stocks of salmon and wild steelhead, restore salmon to non-threatened levels, and revive fisheries for wild steelhead and Chinook. Providing public access to Idaho waters allowing anglers the opportunity to participate in sport fishing.

For more information contact Steve Yundt at 334-3791.

## Fish & Game, Department of Wildlife

### Description:

The Wildlife Bureau serves Idaho citizens and nonresidents by managing wildlife for hunting, trapping, wildlife viewing, and intrinsic values. Wildlife management and research is integrated with all other wildlife related programs to ensure that these programs are effective and that wildlife resources are available for Idahoans now and in the future.

### Major Functions and Targeted Performance Standard(s) for Each Function:

1. Ensure that viable wildlife populations exist in the future for recreational and esthetic purposes.

A. Distribute recreational opportunity throughout the state.

Actual Results			
2000	2001	2002	2003
Done	Done	Done	Done
Projected Results			
2004	2005	2006	2007
Continue	Continue	Continue	Continue

B. Continue to offer general season hunting opportunity.

Actual Results			
2000	2001	2002	2003
Done	Done	Done	Done
Projected Results			
2004	2005	2006	2007
Continue	Continue	Continue	Continue

C. Number of game management units open to general hunting.

Actual Results			
2000	2001	2002	2003
91 deer, 56 elk	91 deer, 56 elk	91 deer, 56 elk	91 deer, 77 elk
Projected Results			
2004	2005	2006	2007
91 deer, 77 elk	91 deer, 77 elk	91 deer, 77 elk	91 deer, 77 elk

D. Percentage of units open to general hunting.

Actual Results			
2000	2001	2002	2003
92% deer, 57% elk	92% deer, 57% elk	92% deer, 57% elk	92% deer, 77% elk
Projected Results			
2004	2005	2006	2007
92% deer, 77% elk	92% deer, 77% elk	92% deer, 77% elk	92% deer, 77% elk

2. Maintain and improve wildlife habitat to provide healthy game populations and a continued supply of game animals for hunting.

A. Develop responsible hunting regulations.

Actual Results			
2000	2001	2002	2003
Done	Done	Done	Done
Projected Results			
2004	2005	2006	2007
Continue	Continue	Continue	Continue

B. Provide technical guidance to private and public landowners.

Actual Results			
2000	2001	2002	2003
Done	Done	Done	Done
Projected Results			
2004	2005	2006	2007
Continue efforts	Continue efforts	Continue efforts	Continue efforts

C. Provide information to general public and hunters.

Actual Results			
2000	2001	2002	2003
Done	Done	Done	Done
Projected Results			
2004	2005	2006	2007
Continue efforts	Continue efforts	Continue efforts	Continue efforts

D. Maintain hunting license sales at the 1994 level (residents).

Actual Results			
2000	2001	2002	2003
218,425	214,869	212,400	215,000
Projected Results			
2004	2005	2006	2007
215,000	215,000	215,000	215,000

E. Maintain hunting license sales at the 1994 level (nonresidents).

Actual Results			
2000	2001	2002	2003
30,659	32,030	34,100	30,000
Projected Results			
2004	2005	2006	2007
30,000	30,000	30,000	30,000

F. Measure success and hunter satisfaction and supply of animals. (% of hunters satisfied)

Actual Results			
2000	2001	2002	2003
76% deer, 86% elk	76% deer, 86% elk	Not Surveyed	Not Surveyed
Projected Results			
2004	2005	2006	2007
76% deer, 86% elk	76% deer, 86% elk	76% deer, 86% elk	76% deer, 86% elk

G. Measure success and hunter satisfaction and supply of animals. (animals harvested)

Actual Results			
2000	2001	2002	2003
45,200 deer; 20,200 elk	53,000 deer; 19,500 elk	44,600 deer; 18,400 elk	38,000 deer; 18,000 elk
Projected Results			
2004	2005	2006	2007
38,000 deer; 18,000 elk	38,000 deer; 18,000 elk	38,000 deer; 18,000 elk	38,000 deer; 18,000 elk

## Fish & Game, Department of Wildlife

3. Improve access to private and public lands for hunting and wildlife recreational opportunities.

A. Identify types of recreational opportunities citizens of Idaho desire.

Actual Results			
2000	2001	2002	2003
Not funded	Not funded	Not funded	Not funded
Projected Results			
2004	2005	2006	2007
Pending budget	Pending budget	Pending budget	Pending budget

B. Conduct surveys.

Actual Results			
2000	2001	2002	2003
Done	done	done	done
Projected Results			
2004	2005	2006	2007
Pending budget	Pending budget	Pending budget	Pending budget

C. Acres of IDFG lands available to public for hunting and viewing.

Actual Results			
2000	2001	2002	2003
197,100	198,600	200,100	201,600
Projected Results			
2004	2005	2006	2007
203,100	203,100	203,100	203,100

D. Percentage of land base available for hunting and viewing statewide.

Actual Results			
2000	2001	2002	2003
68.7	68.7	68.7	68.7
Projected Results			
2004	2005	2006	2007
68.7	68.7	68.7	68.7

4. Expand management and outreach programs to benefit nonhunted species to meet the growing interest from watchable wildlife and other nonconsumptive users.

A. Produce or reprint informational leaflets, brochures, newsletters, and species accounts on nongame wildlife.

Actual Results			
2000	2001	2002	2003
7	11	7	10
Projected Results			
2004	2005	2006	2007
10	10	10	10

B. Nongame field surveys and research projects conducted.

Actual Results			
2000	2001	2002	2003
22	13	16	20
Projected Results			
2004	2005	2006	2007
25	30	35	35

C. Nongame species surveyed.

Actual Results			
2000	2001	2002	2003
62	85	100	100
Projected Results			
2004	2005	2006	2007
100	100	100	100

D. Nongame small grants awarded.

Actual Results			
2000	2001	2002	2003
12	12	15	19
Projected Results			
2004	2005	2006	2007
20	25	25	20

E. Random public surveys conducted that include questions providing input and direction on managing nongame and watchable wildlife.

Actual Results			
2000	2001	2002	2003
0	0	1	1
Projected Results			
2004	2005	2006	2007
1	0	1	0

**Program Results and Effect:**

The Wildlife program is comprised of a team of professional and motivated individuals dedicated to providing consistency and leadership in the preservation, protection, and wise management of Idaho's wildlife resources. Three factors that influence the Wildlife Bureau's ability to accomplish its goals and objectives include: (1) the changing demographics of Idaho's population--it's growing older and more urbanized; (2) shifts in continental weather patterns that affect habitat and the wildlife that depends on it; and (3) the loss of wildlife habitat due to encroachment by an expanding human population in the state. We further recognize that Idaho's wildlife resources are dependent upon habitats provided on both private and public lands and will work with all parties to ensure those habitats are productive and available for wildlife populations in the future.

For more information contact Jim Unsworth at 334-2920.

## Fish & Game, Department of Communications

### Description:

The responsibility of the Bureau of Communications is to inform and educate the people of the State about their wildlife resources and to protect both the resources and the people during wildlife use activities.

### Major Functions and Targeted Performance Standard(s) for Each Function:

1. Prepare and distribute information using a variety of print and electronic media to reach Idaho residents and nonresidents.
  - A. Design and publish more than one million hunting and fish rules brochures annually.

Actual Results			
2000	2001	2002	2003
1,100,000	1,100,000	1,120,000	1,118,000
Projected Results			
2004	2005	2006	2007
1,118,000	1,118,000	1,118,000	1,118,000

- B. Prepare weekly news package for 400 media outlets, sportsmen's club, freelance writers, etc.

Actual Results			
2000	2001	2002	2003
320	320	382	400
Projected Results			
2004	2005	2006	2007
400	400	400	400

- C. Distribute 80,000 tabloid newspapers, free of charge, through license vendors statewide.

Actual Results			
2000	2001	2002	2003
50,000	82,000	100,000	50,000
Projected Results			
2004	2005	2006	2007
50,000	50,000	50,000	50,000

- D. Produce in-house newsletters, monthly, for all Department employees, retirees, and reservists.

Actual Results			
2000	2001	2002	2003
12 issues	12 issues	12 issues	12 issues
Projected Results			
2004	2005	2006	2007
12 issues	12 issues	12 issues	12 issues

- E. Fulfill 90% of Department's design, graphic and desktop publishing needs.

Actual Results			
2000	2001	2002	2003
80%	80%	75%	80%
Projected Results			
2004	2005	2006	2007
80%	80%	90%	90%



## Fish & Game, Department of Communications

F. Distribute information and publications year-round, to fulfill 70,000 requests annually from the headquarters' reception-information area and 1-800 numbers.

Actual Results			
2000	2001	2002	2003
50,000	50,000	60,000	70,000
Projected Results			
2004	2005	2006	2007
70,000	70,000	70,000	70,000

2. Hold public involvement meetings on fish and game management plans, involve the public in field operations wherever possible, and use scientific surveys and polls to evaluate public opinion.

A. Maintain 680 media contacts annually.

Actual Results			
2000	2001	2002	2003
1,500	1,500	1,500	1,500
Projected Results			
2004	2005	2006	2007
1,500	1,800	1,800	1,800

B. Provide for involvement training and supervision for more than 3,000 volunteers.

Actual Results			
2000	2001	2002	2003
4,400	4,600	4,600	4,800
Projected Results			
2004	2005	2006	2007
4,800	4,800	4,800	4,800

C. Provide Internet service, user sessions.

Actual Results			
2000	2001	2002	2003
1,000,000	72,000	1,000,000	1,000,000
Projected Results			
2004	2005	2006	2007
1,200,000	1,200,000	1,200,000	1,500,000

3. To educate Idahoans (primarily youth) about the needs of wildlife, the wise use and appreciation of fish and wildlife resources, sportsmanship, outdoor skills, and ethical behavior.

A. 1,000 teachers trained in Project WILD annually.

Actual Results			
2000	2001	2002	2003
1,000	1,000	900	900
Projected Results			
2004	2005	2006	2007
900	1,000	1,000	1,000

B. Videos produced for school usage.

Actual Results			
2000	2001	2002	2003
6	4	4	4
Projected Results			
2004	2005	2006	2007
5	6	5	5

## Fish & Game, Department of Communications

C. 250,000 visitors through the MK Nature Center annually.

Actual Results			
2000	2001	2002	2003
280,000	280,000	280,000	280,000
Projected Results			
2004	2005	2006	2007
280,000	300,000	300,000	300,000

D. 39 children in Critter Club organization at the Nature Center.

Actual Results			
2000	2001	2002	2003
125	125	150	150
Projected Results			
2004	2005	2006	2007
150	200	2,000	2,000

E. 400 tours to school groups annually at Nature Center.

Actual Results			
2000	2001	2002	2003
450	450	450	450
Projected Results			
2004	2005	2006	2007
450	465	400	450

F. 14,000 children taught responsible behavior toward wildlife through Nose to Nose program annually.

Actual Results			
2000	2001	2002	2003
30,000	35,000	30,000	30,000
Projected Results			
2004	2005	2006	2007
30,000	30,000	14,000	14,000

G. 8,000 students certified yearly in safe hunting practices and hunter ethics.

Actual Results			
2000	2001	2002	2003
10,500	11,000	11,000	11,000
Projected Results			
2004	2005	2006	2007
11,000	11,000	11,000	11,000

H. 1,000 instructors maintained to teach students safe and responsible hunting.

Actual Results			
2000	2001	2002	2003
1,000	843	900	900
Projected Results			
2004	2005	2006	2007
900	1,000	1,000	1,000

I. 120 youth taken on first hunt (youth hunts).

Actual Results			
2000	2001	2002	2003
300	300	300	300
Projected Results			
2004	2005	2006	2007
350	350	300	350

J. 1,400 students certified in bowhunter education yearly.

Actual Results			
2000	2001	2002	2003
2,500	1,022	2,500	2,600
Projected Results			
2004	2005	2006	2007
2,700	3,000	3,000	3,500

K. 275 instructors trained to teach bowhunting techniques, safety, and ethics.

Actual Results			
2000	2001	2002	2003
300	300	300	300
Projected Results			
2004	2005	2006	2007
300	300	275	275

L. Two yearly women's hunting clinics-big-game and shotgun skills in each region.

Actual Results			
2000	2001	2002	2003
14	14	14	15
Projected Results			
2004	2005	2006	2007
15	16	7	7

M. At least \$25,000 spent annually on shooting range development.

Actual Results			
2000	2001	2002	2003
\$60,000	\$57,000	\$100,000	\$58,000
Projected Results			
2004	2005	2006	2007
\$58,000	\$60,000	\$60,000	\$60,000

N. 10 "how to" fishing pamphlets produced annually on individual lakes, reservoirs, and streams.

Actual Results			
2000	2001	2002	2003
14	14	7	7
Projected Results			
2004	2005	2006	2007
7	7	7	7

## Fish & Game, Department of Communications

O. 10 adult specialty fishing clinics.

Actual Results			
2000	2001	2002	2003
10	10	12	12
Projected Results			
2004	2005	2006	2007
12	13	15	15

P. Three "disabled" fishing clinics per year.

Actual Results			
2000	2001	2002	2003
3	3	3	3
Projected Results			
2004	2005	2006	2007
3	4	3	5

Q. Interpretive sites about aquatic habitats developed on an "as needed" basis.

Actual Results			
2000	2001	2002	2003
unknown	2	10	10
Projected Results			
2004	2005	2006	2007
10	10	3	10

R. 6,700 students trained in fishing skills annually.

Actual Results			
2000	2001	2002	2003
8,800	9,000	9,000	9,000
Projected Results			
2004	2005	2006	2007
10,000	10,000	6,500	10,000

S. 75 instructors trained in high schools to teach fishing skills (fishing as a lifetime sport).

Actual Results			
2000	2001	2002	2003
150	100	100	125
Projected Results			
2004	2005	2006	2007
125	125	75	75

T. 30 clinics held annually for beginning anglers.

Actual Results			
2000	2001	2002	2003
30	22	25	25
Projected Results			
2004	2005	2006	2007
25	30	30	40

U. Regional education programs conducted for more than 250 sportsmen groups annually.

Actual Results			
2000	2001	2002	2003
250	180	200	200
Projected Results			
2004	2005	2006	2007
200	265	250	275

W Distribute e-mail news updates to internet subscribers weekly.

Actual Results			
2000	2001	2002	2003
NA	NA	1,300 subscribers	1,400
Projected Results			
2004	2005	2006	2007
1,500	1,600	1,700	2,000

X. Prepare news releases as recordings which can be retrieved by radio stations via telephone.

Actual Results			
2000	2001	2002	2003
70/year	55/year	60/year	60/year
Projected Results			
2004	2005	2006	2007
60/year	60/year	60/year	60/year

Y. Prepare video news releases and distribute to stations in all areas of the State.

Actual Results			
2000	2001	2002	2003
NA	NA	18/year	18/year
Projected Results			
2004	2005	2006	2007
18/year	18/year	18/year	18/year

**Program Results and Effect:**

Increase public knowledge and involvement of Idaho's wildlife resources, hunting and fishing opportunities, and wildlife populations, condition, and status. Information provided will enhance citizen recreational experiences and will increase citizen opportunity to participate in management decisions. Provide an understanding of the needs of wildlife, responsible individual and public action, and support of sound programs and policies to protect and benefit wildlife resources and people.

For more information contact Jack Trueblood at 287-2883.

## Fish & Game, Department of Engineering

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### Description:

The Engineering Bureau ensures that facilities owned and operated by the Idaho Department of Fish and Game (IDFG), including such items as buildings, fish hatchery facilities, water control and fish passage structures, and sportsman sites are constructed and maintained in a cost-effective, efficient, and safe manner for the benefit of all citizens of Idaho.

### Major Functions and Targeted Performance Standard(s) for Each Function:

1. Provide those facilities necessary to enable the IDFG to meet public resource objectives.
  - A. Completion of 50 to 70 design and construction projects annually.

Actual Results			
2000	2001	2002	2003
70	43	47	50
Projected Results			
2004	2005	2006	2007
50	50	50	50

- B. Design and construct 4 to 5 new sportsman access sites annually.

Actual Results			
2000	2001	2002	2003
5	5	3	5
Projected Results			
2004	2005	2006	2007
5	5	5	5

2. Maintain IDFG facilities in a cost-effective manner.
  - A. Perform routine facility inspections.

Actual Results			
2000	2001	2002	2003
50+	50+	50+	50+
Projected Results			
2004	2005	2006	2007
50+	50+	50+	50+

### Program Results and Effect:

Benefits of this program are measured by routine day-to-day operation and use of IDFG facilities without disruptions due to operational failures, and by improvements in public access statewide, as identified in the Idaho Sportsman's Access Guide and by the increased production at the fish hatcheries and wildlife management areas.

The public also benefits in the form of access for able and handicapped persons to all IDFG facilities; efficient and uninterrupted production of fish at hatcheries; wildlife and recreation benefits resulting from use of water control and fish passage devices; and ease of sportsman access to Idaho recreation areas via boat ramps, docks, campgrounds, and restroom constructed for public use.

For more information contact Phil Jeppson at 334-3730.

**Description:**

The Natural Resources Policy Bureau of the Department of Fish and Wildlife serves Idaho citizens by carrying out the legislative mandate to preserve, protect, and perpetuate Idaho's fish and wildlife by encouraging wise management of land and water to minimize fish and wildlife habitat losses.

**Major Functions and Targeted Performance Standard(s) for Each Function:**

1. Protect and preserve fish and wildlife habitats.

A. Review and comment on 99% of environmental impact documents pertaining to fish and wildlife resources within mandated timeframes.

Actual Results			
2000	2001	2002	2003
100%	100%	100%	100%
Projected Results			
2004	2005	2006	2007
100%	100%	100%	100%

B. Provide technical guidance.

Actual Results			
2000	2001	2002	2003
10,000	10,000	10,000	10,000
Projected Results			
2004	2005	2006	2007
10,000	10,000	10,000	10,000

C. Develop interagency MOUs to reduce potential conflicts.

Actual Results			
2000	2001	2002	2003
1	2	As needed	As needed
Projected Results			
2004	2005	2006	2007
As needed	As needed	As needed	As needed

D. Maintain fish and wildlife public recreation at 1995 levels, as measured by hunting and fishing license sales.

Actual Results			
2000	2001	2002	2003
1,340,000	1,202,000	1,300,000	1,300,000
Projected Results			
2004	2005	2006	2007
1,300,000	1,300,000	1,300,000	1,300,000

2. Seek to avoid or minimize impacts to fish and wildlife habitat, or seek mitigation for damages.

A. Secure replacement for 100% of wildlife habitat units lost through easement, acquisition or enhancements of suitable habitats.

Actual Results			
2000	2001	2002	2003
27%	35%	40%	45%
Projected Results			
2004	2005	2006	2007
50%	50%	50%	50%

## Fish & Game, Department of Natural Resource Policy

3. Collect and disseminate biological information to state and federal agencies and others, and monitor public opinion on fish and wildlife needs.

A. Provide biological information and databases to: state agencies.

Actual Results			
2000	2001	2002	2003
47	52	50	50
Projected Results			
2004	2005	2006	2007
60	60	60	60

B. Provide biological information and databases to: federal agencies.

Actual Results			
2000	2001	2002	2003
206	206	200	200
Projected Results			
2004	2005	2006	2007
200	200	200	200

C. Provide biological information and databases to: others.

Actual Results			
2000	2001	2002	2003
58	80	100	100
Projected Results			
2004	2005	2006	2007
100	100	100	100

D. Public approval rating for habitat protection greater than or equal to 70 percent.

Actual Results			
2000	2001	2002	2003
75%	75%	75%	75%
Projected Results			
2004	2005	2006	2007
75%	75%	75%	75%

### Program Results and Effect:

The Natural Resources Policy Bureau provides single point-of-contact with other agencies and entities to protect and preserve fish and wildlife habitats; to provide timely, accurate technical information on land and water management action to minimize adverse impact to (or mitigation for) publicly-owned resources; and to collect and disseminate biological, social, and economic information on Idaho's fish and wildlife resources and associated recreation.

For more information contact Tracey Trent at 287-2710.



## Fish & Game, Department of Winter Feeding & Habitat Improvement

### Description:

The Wildlife Bureau coordinates the statewide big-game winter feeding and depredations management program.

### Major Functions and Targeted Performance Standard(s) for Each Function:

1. Coordinate statewide big-game winter feeding program.
  - A. Feed big-game to prevent damage to private property.

Actual Results			
2000	2001	2002	2003
Done	Done	Done	Done
Projected Results			
2004	2005	2006	2007
Continue efforts	Continue efforts	Continue efforts	Continue efforts

- B. Feed big-game to prevent mortality in excess of 30% of the adult female Deer.

Actual Results			
2000	2001	2002	2003
600	100	3,500	0
Projected Results			
2004	2005	2006	2007
0	0	0	0

- C. Feed big-game to prevent mortality in excess of 30% of the adult female Elk.

Actual Results			
2000	2001	2002	2003
2,265	1,300	1,300	1,200
Projected Results			
2004	2005	2006	2007
1,300	1,300	1,300	0

- D. Feed big-game to prevent mortality in excess of 30% of the adult female Antelope.

Actual Results			
2000	2001	2002	2003
0	0	60	0
Projected Results			
2004	2005	2006	2007
0	0	0	0

2. Prevent or minimize the impacts of big-game on the livelihood of Idaho's landowners.

- A. Implement strategies to prevent game depredations.

Actual Results			
2000	2001	2002	2003
Done	Done	Done	Done
Projected Results			
2004	2005	2006	2007
Continue efforts	Continue efforts	Continue efforts	Continue efforts

- B. Compensate land owners for losses caused by big-game depredation (claims).

Actual Results			
2000	2001	2002	2003
20	20	19	21
Projected Results			
2004	2005	2006	2007
20	20	20	20

## Fish & Game, Department of Winter Feeding & Habitat Improvement

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C. Compensate land owners for losses caused by big-game depredation (dollars).

Actual Results			
2000	2001	2002	2003
\$123,346	\$98,433.43	\$74,657.10	\$75,461.00
Projected Results			
2004	2005	2006	2007
\$0	\$0	\$0	\$0

### Program Results and Effect:

The Wildlife Bureau coordinates the statewide big-game winter feeding program to prevent damage to private property and minimize over winter mortality. Coordinates state depredation program to prevent big-game impacts of big-game or their livelihood.

For more information contact Brad Compton or Jim Unsworth at 334-2920.